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# **California Policy Options**

### **Title**

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Cecilia A. Conrad is an associate professor of economics at Pomona College. Her research interests include the economics of affirmative action, employment practices and minority owned businesses and historical trends in the economic status of women. Recent publications include "The Impact of the California Civil Rights Initiative (CCRI) on University and Professional School Admissions and the Implications for the California Economy," with Rhonda V. Sharpe in The Review of Black Political Economy, Summer 1996.

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